

**GOVERNMENT OF INDIA  
LABOUR AND EMPLOYMENT  
LOK SABHA**

UNSTARRED QUESTION NO:2009  
ANSWERED ON:20.07.2009  
EXPLOITATION OF WOMEN DOMESTIC HELPS  
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**Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:**

(a) the steps taken by the Government to protect the women domestic helps in the country including metropolitan cities from exploitation; and

(b) the success achieved by the Government as a result thereof?

**Answer**

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT (SHRI HARISH RAWAT)

(a) & (b): The Unorganised Workers' Social Security Act, 2008 has been enacted to provide social security to the unorganised sector workers including domestic workers. The Act provides for formulation of social security schemes viz. life and disability cover, health and maternity benefits, old age protection and any other benefit as may be determined by the Central Government. The State Governments will formulate suitable welfare schemes for unorganised sector workers relating to provident fund, employment injury benefit, housing, educational schemes for children, skill upgradation of workers, funeral assistance and old age homes. The occupation of 'domestic work' falls in the State Sector. The service conditions etc. of domestic workers differ from household to household and there is also no direct employer/employee relationship. As such, the Government has not formulated any specific guidelines to regulate their working conditions. However, various labour laws, like the Minimum Wages Act, 1948; the Workmen's Compensation Act, 1923; the Equal Remuneration Act, 1976 and the Inter-State Migrant Workmen (Regulation of Employment & Conditions of Service) Act, 1979 are directly or indirectly applicable to these workers.